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Areas of Certification	~ (.5	3005-yan Niching China (China Andrew			
Name of Interviewer	MBA National Annual	SCHOOL TO THE STATE OF THE STAT		DEFENDANT'S EXHIBIT	
Date of this Interview		Control of the Contro		CA No 04-264	E J
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
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II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	2
COMMENTS: CALLA	thigh protines la plan in proon	arly.	/	to to lateration	
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III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	2
COMMENTS: Information	L - Clas ducue	ain janal	(s/prey to p	this to their	

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: WAR White INTELLING hours Termanorie war Confidentialty UNA	toward Just of Contraction of administration of personal with the contraction of the plained in the contraction of the plained in the contraction of the contraction	enell			
APPEARANCE/HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	3
COMMENTS:					
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
COMMENTS:					
Previous long-term exp	erience in the district (90) days in same position	on) with satisfactory	performance [/1] /(₄ , 124

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Areas of Certification	(CHOOD / SUb ANTEN	n/software-feet	hence on for sp	exce Su off	ed lov
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Name of Interviewer	,		•		
Oate of this Interview			· · · · · · · · · · · · · · · · · · ·		
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATIN
PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
	want front drive	instruction			
CLASSROOM	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate	Exceeds our expectations of average candidates. Exhibits a thorough	4
LASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited understanding.	requirements for hiring. Exhibits an adequate understanding.	expectations of average candidates. Exhibits a thorough understanding.	4
CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	requirements for hiring. Exhibits an adequate understanding.	expectations of average candidates. Exhibits a thorough understanding.	4
LASSROOM ENVIRONMENT IMENTS: SCA INSTRUCTIONAL ELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding. Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding. Meets our requirements for hiring. Exhibits an adequate understanding.	expectations of average candidates. Exhibits a thorough understanding.	4

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY		RATE
IV. PROFESSIONALISM	evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: Wholing Buch /2 Confidente Teamwork	on Master's pro- inest truthful re stell pied to ; proper or breaks better tracks	egan (Gotter) likewishing of Knew the program	ares Jaam		<u> </u>
ours m	Gifted talks	<u>0.</u>		:	
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
POISE/ PERSONALITY/ COMMUNITATION KILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMUNITATION	confusing with poor grammar.	loss of poise that may interfere with job performance. Difficulty	personality needed to perform job. Adequate ability to communicate.	exhibits exceptional social skills and an appropriate sense of humor. Extremely	4
OMMUNITATION KILLS	confusing with poor grammar.	loss of poise that may interfere with job performance. Difficulty	personality needed to perform job. Adequate ability to communicate.	exhibits exceptional social skills and an appropriate sense of humor. Extremely	4

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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

LESLIE J Name of Applicant	CONSEX)		Giffed ED.		
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Areas of Certification	1	Jan	and the second	JAJUA J KFIXIS	
WALT	V				
Name of Interviewer	4.000 (m)				
5/3/04					,
Date of this Interview					
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding. duries - and to the transfer openended.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for biring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate	Exceeds our expectations of average candidates, Exhibits a thorough	2
		*	understanding	understanding.	\mathcal{L}
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III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate	Exceeds our expectations of average candidates. Exhibits a thorough	3
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reunou	M - Welk Grea	<i>)</i>			

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATI
IV. PROFESSIONALISM	No knowledge evident. As Masters -	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: 245	to Masters -	teach at	- college du	rel	<u> </u>
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o onfedertalt					
PPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
OMMENTS:			-		
DISE/PERSONALITY/ DMMUNITATION JILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
MMUNITATION ILLS	confusing with poor grammar.	loss of poise that may interfere with job performance. Difficulty	personality needed to perform job. Adequate ability to	exhibits exceptional social skills and an appropriate sense of humor. Extremely	3
DMMUNITATION	confusing with poor grammar.	loss of poise that may interfere with job performance. Difficulty	personality needed to perform job. Adequate ability to	exhibits exceptional social skills and an appropriate sense of humor. Extremely	3

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Case 1:04-cv-00264-SJM Document 123-34 Filed 06/29/2007 Page 7 of 30 EMPLOYMENT INTERVIEW ANALYSIS

My Stalle Name of Applicant	WLEE				
Name of Applicant			osition Applied for		
Elem- Early C	hildhead (masters in	Making)			
Areas of Certification					
1eam B					
Name of Interviewer					
Date of this Interview					
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	l	2	3 -	(4)	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:	Candidate		·		
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:	, .				
token fly	- Change throng	chout year			
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III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	3
COMMENTS:		÷			

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATIN
IV. PROFESSIONALISM	No knowledge evident	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average canchidates.	4
COMMENTS:	<u> </u>			1	<u> </u>
PHD.	?				
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APPEARANCE/HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
OMMENTS:					·
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OISE/PERSONALITY/ COMMUNITATION KILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
				arriculate.	
OMMENTS:					

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Case 1:04-cv-00264-SJM Document 123-34 Filed 06/29/2007 Page 9 of 30 EMPLOYMENT INTERVIEW ANALYSIS

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Name of Interviewer 3/11/64 Date of this Interview					
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
omments: <i>(insluited</i>	l management	<i>1</i>	X		
INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
MMENTS:	al learners) learning styl	inform En formus	al athanis	el.	

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
comments: potential Crifidential Telemwork x Integrity h	administration of a well uppered settined	respectible)			
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Oress or grooming less than satisfactory or some oftensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	Ч
COMMENTS:					
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Grin Roy	(Sound)			:	
Name of Applicant	Justo		osition Applied for		
El 81 (K-6) (concentration o	r Science			
Areas of Certification		and the second s		n papa, yan manin da manin Cipani Angele (1945 da 1947 da 1947 da 1 946) yan kata ya manin papa da 1944 ya manin	THE CONTRACT OF THE PARTY OF TH
Telam B.	•				
Name of Interviewer					
3/4/04				·	
Date of this Interview	androne share the particular and the state of the state o				
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
1. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: 8 justs) josteelivine-lldbilli ing	d mall parts - 71	tenkiloud		
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: APC	tento				
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deller	attaked pastructur	V/ stations/			
a de la la	and the way	2/18			
COUPU	1		T		
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
COMMENTS:	sing	; ,/			,
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: Self-M Meader- TEATOG-V Confid- TEAMUNTER	otivated by	kelorg lear	nek	`	
APPEARANCE/HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
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POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					ang panganang ang panganang panganang panganang panganang panganang panganang panganang panganang panganang pa
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Case 1:04-cv-00264-SJM Document 123-34 Filed 06/29/2007 Page 13 of 30 $EMPLOYMENTINTERVIEW\ ANALYSIS$

1 1211 258	Position Applied for					
El Ed						
Areas of Certification						
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Name of Interviewer						
Date of this Interview	·					
Date of this interview						
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RAT	
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3	
COMMENTS:	B. a.	of writing so	11402	•	-	
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CINTINS (NEUTR) (NORK) READ OLUND (DOOK HILL TO IL CLASSROOM ENVIRONMENT	Aep	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3	
DOOK ALL TO	No knowledge cyident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	Meets our requirements for hiring. Exhibits an adequate	expectations of average candidates. Exhibits a thorough	3	
II. CLASSROOM ENVIRONMENT COMMENTS:	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	expectations of average candidates. Exhibits a thorough	3	
II. CLASSROOM ENVIRONMENT COMMENTS:	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	expectations of average candidates. Exhibits a thorough	3	
II. CLASSROOM ENVIRONMENT COMMENTS:	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	expectations of average candidates. Exhibits a thorough	3	
II. CLASSROOM ENVIRONMENT COMMENTS:	No knowledge cyident. Exhibits a minimal	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	expectations of average candidates. Exhibits a thorough	3	
II. CLASSROOM ENVIRONMENT COMMENTS: COMMEN	No knowledge evident. Exhibits a minimal understanding. No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding. Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	expectations of average candidates. Exhibits a thorough	3	
II. CLASSROOM ENVIRONMENT COMMENTS: COMMEN	No knowledge evident. Exhibits a minimal understanding. No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding. Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding. Meets our requirements for hiring. Exhibits an adequate	expectations of average candidates. Exhibits a thorough understanding. Exceeds our expectations of average candidates. Exhibits a thorough	3	
II. CLASSROOM ENVIRONMENT COMMENTS: COMMEN	No knowledge evident. Exhibits a minimal understanding. No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited understanding. Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding. Meets our requirements for hiring. Exhibits an adequate	expectations of average candidates. Exhibits a thorough understanding. Exceeds our expectations of average candidates. Exhibits a thorough	3	

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS:)		<u> </u>	<u> 1 </u>
pursue of	nosters degree)			~
Integrity hon	esty, values, be y	mer our pusor			
confee people	sabotus degred ests, values, be y ut children privi	de			
Teamwork go	ed inalogy				
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:			*	<u> </u>	1
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			T	<u> </u>	
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
COMMENTS:					<u></u>
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Previous long-term exp	perience in the district (9)	0 days in same positi	on) with satisfactory	performance	/1]

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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Hear Yah	was end				
Name of Applicant	omina 6 / working Mas	Pi	osition Applied for		in the state of th
	a j alleverna pars	1 4/0			
Areas of Certification					
Name of Interviewer	in quantitativa galapa aya qila ada caaqidda aya da qaraba qaraba qaraba qaraba qaraba qaraba qaraba qaraba qa -	igadiya da kada qara karana karaniya galininga "Oli shindi kuliniya kina Siyabiyi Ma'Qidi Yaraniya kataniya da	_{egypt} y y y de general y y y de general de g	ang panggang karabung di dang kilamatan di danah di samah	
Date of this Interview					
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TRAJTS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	14
comments: year as smell of so specif Knew St.	oess restructions in the Charles	e aloud)			
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:	, behavior please,	moved not les	an		
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UL INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
COMMENTS: Mery	knowledgeable	Christ potres	dur. farp l	fort-actively s	ngige.
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
grammar? The granted or Reading Spar	No knowledge evident. although the post of the post o	down the proceedings of integrity?	portugland pest you can be		
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Property dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, . exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:	1 averestical a about knocking	•			

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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	athers				
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Date of this Interview					
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
f. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate	Exceeds our expectations of average candidates. Exhibits a thorough	\$
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
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APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATIN
PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
Standard CLASSROOM ENVIRONMENT	Venn diagram Venn diagram Venn diagram Venn diagram No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate	Exceeds our expectations of average candidates. Exhibits a thorough	3
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INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
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Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

El.Ed			Position Applied for		
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Date of this Interview	**************************************				- Andrew State of the Control of the Control
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATIN
PLANNING/ REPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
LASSROOM NVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATIN
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candida tes.	3
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APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
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POISE/ PERSONALITY/ COMMUNITATION SKILLS .	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.		Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Case 1:04-cv-00264-SJM Document 123-34 Filed 06/29/2007 Page 23 of 30

Mayory Forter Name of Applicant Position Applied for						
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Areas of Certification	a/El Ed Rest.			and the state of t		
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Name of Interviewer						
Date of this Interview						
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING	
PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	2	
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	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	hiring, Exhibits	average candidates.	2	
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H. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	2	
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge cvident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
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APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	3
COMMENTS:					
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POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	2
COMMENTS: "A opening weighted out had winder" Mad winder"	Teanwork of Confederationally				·

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Name of Applicant			Position Applied for		
Areas of Certification				Per Charles Per and published and investigations of charles and charles and consideration of the ch	
Name of Interviewer					
Date of this Interview					ata-Marin Marin Angele Marin Mari
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES	SATISFACTORY	EXCEPTIONAL	RATIN
PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a fimited understanding.	Meets our requirements for hiring. Exhibits an adequate	Exceeds our expectations of average candidates. Exhibits a thorough	4
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INSTRUCTIONAL DELIVERY	No knowledge evident, Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
iments: proporti formal)- Bill king	met-tirel/grain gr(APL)/fa	storm, KWL. eceletation of info age learners/i lest topas	eput le		

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hining.	Exceeds our expectations of average candidates.	3
OMMENTS:		- P - 3 - 5 - 5 - 5 - 5 - 5 - 5 - 5 - 5 - 5	Tradita unathol	volved listaller	}
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PEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of homor. Extremely articulate.	Z.L.
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vious long-term expe	erience in the district (90	days in same positio	n) with satisfactory	performa	nce [

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Case 1:04-cv-00264-SJM Document 123-34 Filed 06/29/2007 Page 27 of 30 EMPLOYMENT INTERVIEW ANALYSIS

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Name of Applicant	Krach kowski	1)	osition Applied for		
Name of Applicant El Ed (A	(-6)		.,		
Areas of Certification	interesses the second control of the				Control (Children and Associated Security Control (Children and Children and Childr
Name of Interviewer					
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring, Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: Real Spared guided Tadeper (no wri	alve Kr reading Kr reading rest	rew standards			
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates, Exhibits a thorough understanding.	3
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III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	14
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATIN
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
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Integrity no	see .	-			
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
COMMENTS:					<u> </u>

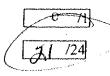
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

7-3	Stefanacei		Position Applied for		
Areas of Certification	EL. ED. EARLY	CHILDHOOD	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
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L PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough	3
COMMENTS:			anderstanding.	understanding.	<u> </u>
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ENVIRONMENT	No knowledge cvident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
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ENVIRONMENT	evident. Exhibits a minimal	prefer. Exhibits a limited	requirements for hiring. Exhibits an adequate	expectations of average candidates. Exhibits a thorough	3
ENVIRONMENT	evident. Exhibits a minimal	prefer. Exhibits a limited	requirements for hiring. Exhibits an adequate	expectations of average candidates. Exhibits a thorough	3
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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATIN
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
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APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
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	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
OMMENTS:		<u></u>			
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The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.